

**MEASURES N AND H – COLLEGE AND CAREER READINESS COMMISSION**

1016 Union Street, #940  
Oakland, CA 94607



**OAKLAND UNIFIED  
SCHOOL DISTRICT**

Community Schools, Thriving Students

**Measures N and H –  
College & Career Readiness  
Commission**

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File ID Number	25-2849
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Enactment Date	1/14/2026 er

# Memo

**To** Board of Education

**From** Measures N and H – College and Career Readiness Commission

**Board Meeting Date** January 14, 2026

**Subject** Services For: Ralph J. Bunche Academy

**Action Requested and Recommendation**

Adoption by the Board of Education, upon recommendation by the Measures N and H Commission of a 2025-2026 Education Improvement Plan/Budget modification for Ralph J. Bunche Academy to reduce \$9,500.00 Teacher Salaries Stipends by \$176.40 to \$9,323.60, and establish a strategic action to increase \$14,290.02 Teachers Salaries: Hire a Pathway Teacher at .15 FTE to offer Hospitality, Tourism, and Recreation Elective classes by \$176.40 to \$14,466.42, as stated in the justification section of the New or Revised Strategic Action Section of the Budget Modification Form.

**Background**

*(Why do we need these services? Why have you selected this vendor?)*

Ralph J. Bunche Academy to reduce \$9,500.00 Teacher Salaries Stipends by \$176.40 to \$9,323.60, and establish a strategic action to increase \$14,290.02 Teachers Salaries: Hire a Pathway Teacher at .15 FTE to offer Hospitality, Tourism, and Recreation Elective classes by \$176.40 to \$14,466.42. The modification is necessary to increase the total amount approved to cover all costs associated with the position. The FTE remains the same.

**Competitively Bid**

Was this contract competitively bid? No  
If no, exception: N/A

**Fiscal Impact**

Funding resource(s): Measure H

**Attachments**

**25-2849 Bunche-Teacher Salaries \$176.40**

## 2025-26 Measure H Budget Modification Form for OUSD Schools

(Single Modification only)

Date:	10/1/2025	Principal Name:	Ana Vasquez
School Name:	Ralph J. Bunche	Site #:	309
Pathway Name: (Required for multiple pathway schools)	Hospitality, Tourism and Recreation (HTR)	Requested By:	Ana Vasquez

### Step 1:

#### a. Enter the Original Approved Strategic Action from the Measure H EIP, SCO, or C/O Plan:

*Directions: Copy & paste the original strategic action below. The original strategic action is the justification you want to take money from to create a new or revised purpose. Whatever plan you enter in Step 1 must also be entered in Step 2.*

Name of the Measure H Plan or Pathway Tab	Plan or Pathway Tab, Line Item #	Original Amount Approved	Measure H Approved Strategic Action (Budget complete justification)	Total Amount being Transferred
Whole Pathway Tab	163	\$9,500.00	<p><b>Teacher Salaries Stipends: Extended Contracts for planning time for Pathway Co-leads</b></p> <p>The HTR pathway co-leads will support Ralph J. Bunche Academy with school-wide pathway integration over the course of the next year. This planning time will focus on Pathway integration into core classes and in-depth planning of the HTR elective course. HTR elective course planning time will include coordinating career exploration visits in alignment with curriculum, culinary lab preparation, and guest speaker coordination. Pathway integration into core classes will consist of working with peer teachers to align projects and lessons and coordinating shared curriculum themes across subjects. 50 - 70 students will be impacted by the continued Pathway integration, teacher development, academic rigor, and Work Based Learning opportunities.</p> <p>Budget Calculation: (2 hours per week) 8 hours x 10 months = 80 hours each x 2 teachers = 160 total hours x \$47.50 = \$7,600 + 25% Benefit Costs = \$9,500.00.</p>	\$176.40

#### b. What will be the impact on your Measure H Plan, pathway development, and students for not completing the original strategic action in Step 1? (Do not insert hyperlinks or use acronyms.)

Teachers will have less time planning; however, teachers did have time to plan over the summer.

#### c. Enter the Account String for the Original Approved Strategic Action: (Ensure it matches Escape)

Fund	Resource	Year	Goal	Function	Object	Site	Manager	Program	LCAP	Optional
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010	9339	0	3800	1000	1120	309	3090	1690	9999	99999
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d. Total amount requesting to transfer: **\$176.40**

- Check this box if this is a **NEW expenditure** that was not pre-approved in a Measure H Plan.
- Check this box if this is an **EXISTING expenditure** and you're only amending the original amount approved or the term. *(The purpose remains the same.)*
- Check this box if this modification is to create a new position or change the FTE percentage of an existing position. If so, please attach a Measure H Duty Statement form with the BMF request.

**Step 2.**

a. Enter the New or Revised Strategic Action: (Explicitly name the expenditure type and how it supports pathway development.)

*The description entered will become the new or revised justification for review and approval. **Only one justification is allowed in Step 2.** You'll use this new or revised justification for all future applicable requests connected to this modification.*

Name of the Measure H Plan or Pathway Tab	Plan or Pathway Tab Line Item #	Original Amount Approved	<p align="center"><b>New or Revised Measure H Strategic Action</b>  Enter one to two sentences using the questions below to create a Justification.  <i>(Do not insert hyperlinks or use acronyms.)</i></p> <p align="center"><b>-What is the specific expenditure or service type?</b>  <i>(Please briefly describe (no vague language) and quantify it when applicable.)</i></p> <p align="center"><b>-How does the specific expenditure impact students in the pathway and support your 2025-26 pathway goals and strategic actions?</b></p> <p align="center"><b>-Please also answer the additional questions using the Object Codes linked in this <a href="#">document</a> to create a proper &amp; complete budget justification.</b></p> <p align="center"><b>-If the new or revised justification is <b>incomplete</b>, it will be "Conditionally Approved", and a Justification Form will be required at the time of purchasing.</b></p>	New or Amended Total Amount
Whole School Pathway Tab	160	\$14,290.02	<p><b>Teachers Salaries:</b>  <b>Hire a Pathway Teacher at .15 FTE to offer Hospitality, Tourism, and Recreation Elective classes once per week.</b>  The pathway teacher will teach our pathway elective course (Hospitality, Tourism, and Recreation) curriculum for all our students. The curriculum will offer students opportunities to personalize their education based on their career interests and unique learning needs. The Pathway Teacher will provide students with career and academic skills and soft skills needed for the modern workplace, college, and general postsecondary success. The Pathway Teacher will also work to ensure their curriculum is current and relevant to today's HTR industry standards.  Bunche saw a reduction in Teacher FTE from 24-25 to 25-26, and this position is supplemental as it is no longer</p>	\$14,466.42

			funded out of base. <b>PCN 10206, Miriam Hennig</b> (Salary & Benefits Costs) <b>The modification is necessary to increase the total amount approved to cover all costs associated with the position. The FTE remains the same.</b>	
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Justification Status: **Fully Approved = Complete Justification, BMF suffice** ▾

**b. Enter the Account String for the New Approved Strategic Action:** *(Ensure it matches Escape)*

Fund	Resource	Year	Goal	Function	Object	Site	Manager	Program	LCAP	Optional
010	9339	0	3800	3110	1105	309	3090	1690	9999	99999

**Signatures of Approval:** *(Please enter the team member's full name below the signature line.)*

\_\_\_\_\_  
 Name:  
 Pathway Coach or Director  
 Signature

\_\_\_\_\_  
 Date

Ana Vasquez  
 Name: Ana Vasquez  
 Principal Signature **Required**

10/21/25  
 Date

**FOR MEASURE H STAFF USE ONLY**

Date the BMF was accurately completed & received: 10/21/2025

Program Manager, Approval Signature: *Nancy Gomez*

Date: 10/21/2025

Deputy Chief of Post-Secondary Readiness, Approval Signature: *Vanessa Sifuentes*  
Vanessa Sifuentes (Nov 5, 2025 16:04:58 PST)

Date: 11/05/2025